

489 West 6th St.  
Claremont, Ca 91711

May 1, 1976

Dr. Lucien Marquis  
Government Dept., Pitzer College  
Claremont, Ca 91711

Dear Lucien,

I have been appointed to head a task force for the Legal Department of the United Farm Workers for the upcoming union representation election campaign (if and when the legislature refunds the state's Agricultural Labor Relations Act). Part of my duties include recruiting legal aids for the campaign. It occurred to me that there might be students in the Claremont Colleges interested in working with us on a work-study program, and that we might be able to work out some kind of formal credit for the work done. While we always welcome volunteers on an informal basis, I was thinking that a formal arrangement, if approved by the Union and some college, would work something like this:

Students approved by the UFW would receive room and board and \$5 a week for full time work for a semester. Preference would be given to applicants with a working command of Spanish (or Arabic -- there are 5000 Arab farm workers from the Yemen in California) and those who can type. No previous legal experience would be required (or even especially useful).

Applicants would work with the UFW legal department in close conjunction with the organizing department, working directly with farm workers, taking declarations, filing unfair labor practice charges with the ALRB, and following the election process from the first signing of authorization cards to the formation of ranch committees, through the filing of the election petition, the intense 7-day election campaign after the filing of the petition, the pre-election conference between growers and workers (often the first time the employer has ever sat down at a table with his workers and dealt with them on an equal basis), through the final excitement of the election day and vote count. The student would also be involved in post-election and certification proceedings, the filing of briefs to overturn elections tainted by unfair labor practices, and the defense of elections won by the UFW (most growers automatically challenge the validity and seek to deny certification of elections won by the UFW). We would try to give each student a chance to sit in on at least one formal election certification hearing and one Unfair Labor Practice hearing before ALRB officials. Students would also be encouraged to interview growers and foremen to get their views on the issues.

This law is so new that we and the workers are really creating it through the week-by-week campaign. Each election creates new precedents, each election certification (or denial of certification) adding its bit to the case law growing out of the election process. Frankly, it is very exciting work. But any applicant would be expected to work



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extremely hard, often at least 10 hours a day, often at least 6 days a week. There would be some "academic" work involved, careful reading of the law itself, the ALRB regulations, and the hundred-odd cases already decided, with the Board's reasons for certifying or denying certification to the election victor. There would also be some assigned reading on the history of farm labor and of the UFW, and of the Teamster involvement in agriculture. But the major emphasis of the project would be for the students to learn directly from the workers, from interviews and direct contact, how this law in particular and laws in general are administered and enforced (or not enforced) in a poverty-stricken and economically and politically powerless community, how the ALRA really works in the day-to-day lives of the workers, how the social structures and power relationships in the ranch community are affected by these new regulations and the union's protected presence.

The Union's priorities for recruiting volunteers remain centered on organizing and the boycotts. But for a limited number of students, this project might offer invaluable insight into such subject areas as politics, public law, public administration, sociology, etc.... And as this is such an untapped area, there would be unlimited opportunity for a variety of papers, M.A. and Ph.D theses, and publishable articles. I'm interested in this primarily to recruit workers, but of course would welcome either a salary or some kind of funding for the project which could be turned over to the union to help finance other such projects.

Let me know your reactions to this. We would like students for the summer and fall, but if a formal program can not be set up that quickly, possibilities for a longer-range project might also be considered.

Best wishes to your wife and family.

Sincerely,

Douglass Adair